

THE DELTA ACADEMY
BOARD MEETING MINUTES
TUESDAY, JANUARY 25, 2022
N. LAS VEGAS, NV 89030

Present Board Members:

Mr. Morlon Greenwood
Mr. Mark Ross
Ms. Vikki Courtney
Dr. Brenda Pearson
Ms. Cynthia Jones
Mrs. Dara Winn

Guests:

Dr. Kyle Konold
Mr. Bruce Congleton
Mrs. Jesse Fox

1. Call to Order and Roll Call

Meeting called to order by Mr. Morlon Greenwood and roll call.
A quorum was declared.

2. Approval of minutes from November 29, 2021

Motion to Approve: Vikki Courtney Second: Mark Ross Vote: Unanimous

3. Public Comment and Discussion

There was no public comment or discussion.

4. Two open board positions

Vikki Courtney expressed her confidence in two candidates to fill the open board positions. The first is Dr. Brenda Pearson. Dr. Pearson is the Director of Strategic Initiatives for the Clark County Education Association. She is familiar with state law and the Department of Education. She does not hold a law degree but has enough experience with legislature initiatives, legal contracts, and legal negotiations that she can fill the board position needing legal experience.

Mrs. Dara Winn is a CCSD Speech Pathologist Director. She has four years of administration experience for Speech Therapy Services where she helps and oversees 60-65 CCSD Speech Pathologists. Mrs. Winn fulfills the licensed administration board opening.

Motion to accept Dr. Pearson and Mrs. Winn as board members with final documentation to be completed within the allotted 10 day approval period:

First: Vikki Courtney Second: Mark Ross Vote: Unanimous

5. Consent Agenda

Dr. Konold explained that consent agendas will help meetings go faster. The two consent agenda items are the adoption of a new Gender Expression Policy and the addition of our Anti-Discrimination and Restorative Justice Policy to our updated Student Handbook. Copies of both were provided to all board members. Motion to approve consent agenda as presented:

First: Vikki Courtney Second: Mark Ross Vote: Unanimous

6. Financial status report

Profit & Loss for two quarters (July – December) show \$3,500,000 in revenue and \$3,000,000 in expenditures, leaving a surplus of \$432,000. The Statement Cash Flow shows a surplus of \$1,500,000 with all timeframes included. Ms. Courtney asked what line item 1142311 meant. Dr. Konold explained that his job responsibilities as a Superintendent is separate from school administration so it is coded differently. Dr. Pearson asked what the line item 1111021 L Teacher Salaries SE meant. Dr. Konold explained that SE means Special Education. The school is required to report special education money separately in the DSA so the only way to track it is to code it differently.

7. Salary Increase

Dr. Konold presented to the board a proposed salary scale for the 2021-2022 school year with an adjusted 10% raise for all staff members. The proposed pay scale reflects a closer copy of CCSD's staff pay scale. The document shows all staff's current earnings and what the proposed earnings would be with the 9 or 10% increase depending on if a teacher already has a \$4,000 extended school day stipend. Ms. Courtney raised her concern in regards to a pay increase for Dr. Konold and Mr. Congleton. Ms. Courtney would like to look at what other district administrator's compensation looks like before making that change. Dr. Pearson agreed that the 10% increase should be attached to a level of accountability of performance. Dr. Konold reminded the board members that due to the pandemic, there has not been a school rating for the past two years and there will not be one for another two years. In addition, the high school operates under the Alternative Performance Framework (APF). Under the APF, the school is rating on indicators other than academic achievement. The students' success at Delta is measured by a decrease in behavior issues, an increase in attendance and an increase in credits achieved. Ms. Courtney feels some research needs to happen before she would approve of a salary increase. Mrs. Winn asked if there are other charter schools in other states that can be looked at as comparison since Delta is so unique in their student body and mission. Dr. Konold said that he would do some research and get back to the board. Dr. Konold expressed to the board that he still feels the teachers and support staff need the pay increase in order to retain their quality teachers for the next school year. Mrs. Winn agreed that the board needs to consider at least the teacher salary increase because it is the time of the year when teachers will start to compare their compensation to the district and they may leave if it is not comparable. Mr. Ross agreed with that assessment as well. The board members decided the finance committee would be in charge to research school and district admin pay and will present at the next board meeting. Motion to accept the proposed 10% salary increases for licensed and support staff and that the finance committee would research administrative salaries at comparable charter schools and report back to the board at the next board meeting:

First: Vikki Courtney

Second: Brenda Pearson

Vote: Unanimous

8. Administrator Credit Recovery and Summer School Bonus Metric

Dr. Konold asked the board to consider setting aside this line item until the previous salary increase is researched and decided upon. Ms. Courtney asked for more details. Dr. Konold explained that in 2014 the board voted on a bonus metric for administrators. Fifty percent of summer school and credit recovery fees collected by parents would be allocated to school projects. Then, all expenses related to running those two programs would be paid. The remaining funds would be used to bonus the administration. Since administrators do not receive extra duty stipends, this metric was a way to show administration appreciation for their hard work. Ms. Courtney agreed that this should be set aside and included with the administrator's salary schedule discuss at the next board meeting.

